November 2005

Promotions Branch Newsletter

"Moving Forward in Support"

Promotions: Impact on Readiness, Morale and Leader Development

LTC Jeff Boyer, Branch Chief

As we all fully understand, promotions have an immediate impact on unit readiness and Soldier morale. These PSS actions have the Cdrs and senior HR leaders attention to ensure they're accurately completed as we continue to win the GWOT. Your field level efforts remain vital as we transform with Personnel Services Delivery Redesign (PSDR) to a Bde-centric force.

We need your help to pass the word on how we all can collectively improve our processes and support.

Our split based operations focus on executing promotions, like pre/post board support, special selection board processing, post board screens and frocking actions. Our long term vision leverages technology by improving the automated DA Form 3355, My Board File use, streamlining post board systems to release lists faster ISO readiness and providing Bde Cdrs/CofS (Div/Uex/Uey) with system inputs ISO their delegated exception to policy (ETP) authority for semi-centralized enlisted promotions.

Delegating ETP approvals continues to revolutionize semi-centralized promotions with our ultimate TAGD

Special Promotions Actions: Need Cdrs Support as they Impact Readiness

LTC Jeff Boyer

The Promotions system foundation is to have a fair, equitable and accurate process resulting in the Best Qualified Soldiers selected to meet readiness needs. Our "behind the scenes" team that protects the integrity of our process consists of Ms. Rita Fisher, Miss Betty Callish and Mrs. Patricia Carroll led by our Deputy Branch Chief, Mr. Joe Lozano. These experts handle the time and personally sensitive issues of conducting post board screens for COL selects and CSL selects for Bn/Bde commands, Special Selection Boards (SSB) to determine if reconsideration is justified and frocking actions. These gatekeepers ensure our Soldiers benefit with the best leaders.

In this time of war it's vital that Cdrs continue to stay engaged in the process of Promotion and Command Review boards. Green tab leaders help give Soldiers the fair review board by ensuring they're notified properly and submit timely rebuttals. The vast coordination with Army G1, DA Secretariat, Records and OER Branch and the myriad of reviews are combat multipliers in selecting great leaders.

A process that positively impacts readiness and morale like SSBs provides Soldiers a fair promotion opportunity requiring the legal expertise and close coordination with Officer Special Review Board, Secretariat, Legal and Appeals Branch

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SGM Tammy D. Coon

I decided this month to depart from my normal format and just provide some clarification and insight on reoccurring issues. I am soliciting everyone's help in getting this out to the lowest level possible. Complete details of what is listed can be found at https://perscomnd04.army.mil/milpermsgs.nsf/ ; MILPER Message 05-282 or AR 600-8-19.

Security Clearances

PARAGRAPH 1-10, AR 600-8-19: Soldiers without the appropriate security clearance or favorable security investigation for promotion to the grade and military occupational specialty (MOS) are ineligible for promotion.

NCOES Requirements

IAW AR MILPER Message 04-037, dtd 25 Nov 03, para 3, "The existing NCOES requirements for promotion recommendation or consideration remains in effect. **Sergeants must be PLDC graduates prior to recommendation to STAFF SERGEANT."** As a reminder, there is a MILPER Message 05-002 and 05-261, dtd 3 Jan 05 and 19 Oct 05 to mitigate the inability of a command to send a Soldier to PLDC/WLC, because of deployments, but desire the Soldier to be competitive for promotion.

An approved waiver does not waive the require-

Service Remaining Requirements

Paragraph 3-36, AR 600-8-19: Rules for Pro-
cessing Service Remaining Requirements (SRR).
As a reminder, for promotion to Staff Sergeant there
is a Service Remaining Requirement of 12 months
from pin on date. The extension or reenlistment
must occur in the month to which the cutoff score
was met. The exceptions are outlined in the above
reference and are elaborated on in MILPER
Message 05-282.

Military Training

Paragraph 3-48a (3) and (4), AR 600-8-19: All
other military resident training courses and military
correspondence courses and computer-based
training. In addition to any type of certificate,
Soldiers attempting to add promotion points based
on the National Cryptological School (NCS) will
also include the NCS course completion notice
issued by the Registrar, National Cryptological
School.

Automatic List Integration (ALI)

MILPER Message 05-055, 28 February 2005, DA

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This does not mean:

3. That a Soldier can add promotion points to the 350 points without a board appearance.

4. That the Soldier will remain on a promotion standing list if after being initially awarded the 350 promotion points, the Soldier goes to a promotion board and is not recommend.

Delegation of ETP Approvals

MILPER Message 05-208, effective 1 September 2005, Provides delegation of Exception to Policy approval authority for Semi-Centralized (SGT & SSG) promotions to the first 06 level commanders and CofS of divisions, corps, MACOMs and other similar organizations that do not have an 06 level command structure. **This message in no way implies that personnel support battalions/ military personnel detachments or the like**

Request TAP-DB Access to Input ETP Approved Promotion Transactions

No later than 15 Dec 05, the first 06 level commanders and CofS of divisions, corps, MACOMs and other similar organizations that do not have an 06 level command structure must submit a memorandum to TAPCMSPE@hoffman.army.mil requesting access for three authorized individuals (civilian or military) who will do the EDAS transactions once the capabilities are available to the field. It is imperative and a prerequisite that these authorized personnel have been granted EDAS access by their local supporting information system managers prior to requesting access to TAP-DB.

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Officer Promotions Section

"Supporting Those Who Serve"

Officer Promotion Team

The Officer Promotion Section is here to support those who serve, and we welcome your questions. We can be reached at:
Phone: COML: (703) 325-9340 or DSN: 221-9340
E-mail address: TAPCMSPO@hoffman.army.mil

Chief, Officer Promotions: MAJ Patricia George
Deputy, Officer Promotions: Ms. Connie Ryan
Board Technicians:
Ms. Willa Jones, Ms. Truly Moser, Ms. Jean Satisfield and Ms. Theresa Scott
Promotion Orders Tech.: Ms. Nora Volz
Date of Rank Adjustments: Mr. Willis Page

FY06 CW3/CW4/CW5 Promotion Selection Board is EARLIER

The FY06 CW3/CW4/CW5 Selection Promotion Board that is normally held in May has now been changed to 31 Jan - 24 Feb 2006. This change is in response to the needs of the Army. Due to this change, it is important that the HR community and the affected Warrant Officers pay particular attention to the zones of consideration that are outlined in **MILPER Message # 05-249**.

Warrant Officers within the zones of consideration should ensure their chains

Lieutenants
Basic Date of Appointment (BDAOTT) and Entry on Active Duty Current Tour (EADC)

HR personnelists should ensure that LTs have the correct Basic Date of Appointment and Entry on Active Duty Current Tour (EADC), because incorrect data can affect promotion timeliness and future promotion eligibility. It is specifically important to verify 2LTs dates when they have either transferred from another component; when they were direct commissioned or they received an ROTC commission. These individuals have a higher likelihood of having incorrect data when they were accessed onto active duty.

Although, promotion to 1LT is performed automatically through an automated system, if the information was submitted and processed in TAPDB inaccurately the promotion effective dates to 1LT could be adversely affected.

Therefore, this data needs to be verified for accuracy before advising an officer of their potential promotion date to 1LT. Once the data is verified in order to estimate the promotion to 1LT, the general rule is 18 months from EADC or 24 months minus one day from the BDAOTT, whichever is earlier.

For further assistance, refer to the Table 3-1 used for determining 1LT date of rank (DOR) located in AR 600-8-29. All personnel officers/NCOs to include PSBs, S1s